

Developing and Implementing an Outward Mindset*

OVERVIEW

Arbinger's work reveals two distinct mindsets from which people and organizations operate—a self-focused inward mindset and an others-inclusive outward mindset.

Arbinger has a forty-year record of successfully helping organizational change efforts by equipping people to shift to an outward mindset. Studies show that organizations that focus on this kind of mindset change are four times more likely to succeed in organizational-change efforts than companies that focus only on changing behavior.

Arbinger helps organizations and their people to turn outward by (1) shifting their mindsets, (2) equipping leaders to invite outward mindset ways of working among their teams, and (3) helping leaders to turn organizational systems and processes outward in order to invite and reward sustained, systemic change.

PROGRAM FORMAT

The program is offered virtually over Zoom in four interactive half-day sessions. Key concepts are taught through discussions led by an Arbinger-certified facilitator. The course is punctuated by videos, individual and group exercises, one-on-one sharing, and application of the tools to on-the-job situations facing the participants. In addition, participants have access to an eight-week sustainment program that they can implement on their own or with their teams. The sustainment guide for this program leads participants through the implementation of concepts learned from eight videos that are designed to be applied at a cadence of one-per-week.

KEY OBJECTIVES

Developing and Implementing an Outward Mindset equips participants with a set of self-awareness tools, mindset change tools, accountability tools, and collaboration tools that enable them to:

- Understand the two mindsets and their implications on results
- Assess the extent to which they are working with an inward mindset
- Change their mindsets to become more outward
- Re-conceive their jobs to make them more outward
- Hold themselves more fully accountable
- Report on performance in a way that keeps them working outward
- Work in a way that is more collaborative, fulfilling, and effective
- Positively influence others to change
- Address and resolve conflicts

MATERIALS

Materials for participants include the DIOM Participant Handbook, Sustainment Video Guide (and accompanying videos), and two of Arbinger's bestselling books, *Leadership and Self-Deception* and *The Outward Mindset*.



Organizations that identify and address pervasive mindsets at the outset are four times more likely to succeed in organizational-change efforts than are companies that overlook this stage.

*Nate Boaz and Erica Ariel Fox
"Change Leader, Change Thyself," McKinsey Quarterly, March 2014*

Session 1 Agenda

Why Mindset Matters
The Two Mindsets
How We Turn Inward

- Self-Awareness Tools: Self-Betrayal; Inward Styles & Collusion

Session 2 Agenda

How We Turn Outward

- Mindset-Change Tool: The Influence Pyramid
- Mindset-Change Tool: The Outward Mindset Pattern

Session 3 Agenda

Implementing an Outward Mindset
Turning Jobs Outward

- S.A.M. Your Job
- 3A+ Development Framework
- 3A+ Development Conversations

Session 4 Agenda

Outward Collaboration Tools
Building a Game Plan



Location: **Two options** in 2022 with ZOOM virtual platform

Session dates: Jan 28, Feb 11, Feb 25 & Mar 4 **OR** Nov 4, Nov 18, Dec 2 & Dec 9

Cost: \$895 per person or 2 for \$1600

Email: Ascent.program@ascent.oregon.gov

Website: ascentoregon.org

Contact: Paul Egbert 971-707-1131